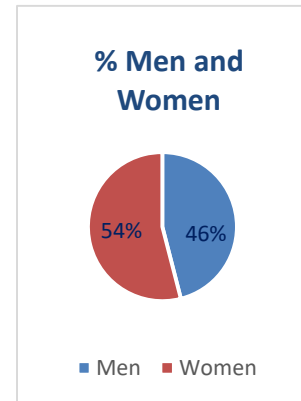


Our Gender Pay Gap 2023

Gender pay gap reporting

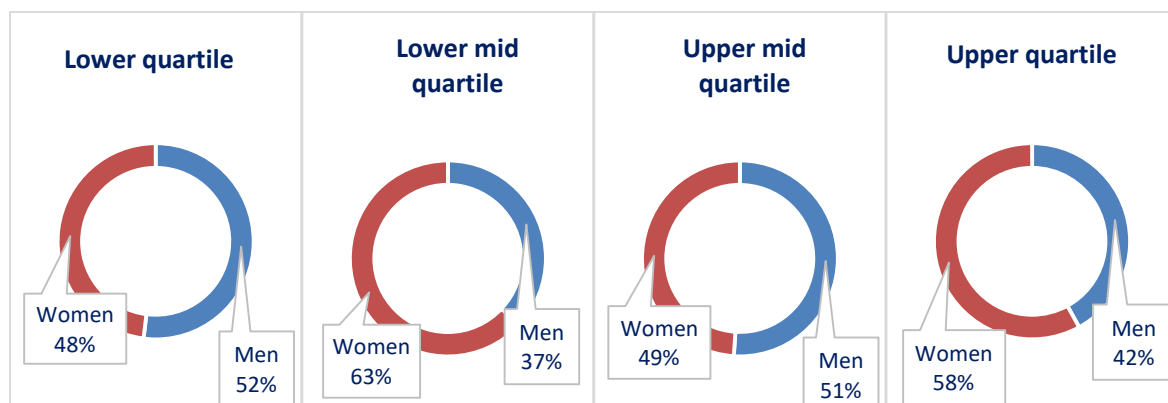
Gender pay reporting is a legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men and women at all levels of the organisation and the average hourly rates of pay across the organisation as a whole.

Our data is collected on the snapshot date of 5 April 2023, when our workforce consisted of 152 men and 187 women.



Proportion of men and women by pay quartile

Gender pay gap reporting requires us to divide our workforce into four equal parts (quartiles) by hourly rate and show the percentage of men and women within each of the quartiles:



Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that men and women receive. This provides an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of men and women in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle values.

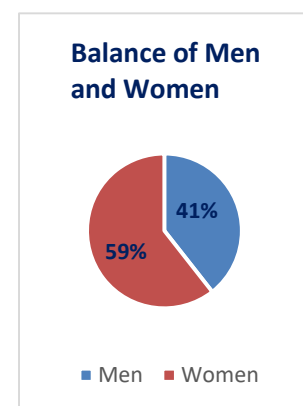
Gender pay gap	2023	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	-0.6%	5.7%	3.2%	-1.5%	10.3%	9.3%	16.2%
Median gender pay gap in hourly pay	5.1%	4.5%	3.4%	-3.2%	1.0%	2.7%	9.1%

The mean (average) hourly rate paid to men in our workforce was -0.6% lower than the mean (average) hourly rate paid to women in April 2023. The difference in hourly rates of pay, as a median average, was 5.1% lower for women. This represents a decrease in our mean gender pay gap of 6.3% and a 0.6% increase as a median average based on our gender pay gap in 2022. A cohort of men was recruited into the upper-mid quartile during the reporting period in an area of work that continues to be a male-dominated profession (shipwrights) increasing the median average pay for men. It is also important to note the April 2021 and 2020 calculations were lower than they would have ordinarily been due to staff being on furlough (reduced pay) and therefore being excluded from the calculation.

There continued to be a higher percentage of women in the upper pay quartile (58%), however, there was an 11% reduction of women in the upper-mid pay quartile (49%) from the last reporting period (2022: 60%). There was a reduction in the percentage of women in the lower pay quartile (48%) from the last reporting period (2022: 64%), but there continued to be the highest percentage of women in the lower-mid quartile (63%).

Proportion of men and women receiving a bonus payment

54% of men and 63% of women were awarded and paid an honorarium or commission payment in the 12-months leading up to the snapshot date of 5 April 2023. The number of men receiving an honorarium or commission payment increased by 125% and the number women increased by 133% in this period compared to the 2022 period. Of the 199 people receiving a bonus payment, 41% were men and 59% were women.



Commission payments are classified as bonus payments under the gender pay gap reporting requirements. Commission payments, awarded for the sale of souvenir guidebooks, were included within the gender bonus pay in the 12-months leading up to the snapshot date. Three men and three women received honorarium payments for undertaking additional responsibilities. No Executive bonus payment were made.

Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that men and women receive. There was a significant decrease (-120.1%) in the mean gender bonus pay gap from the last

reporting period meaning this was more favourable for women in this bonus period. This was due to an increase in honorarium payments being made to women undertaking temporary additional responsibilities and an increase in souvenir guidebook sales, and also reflected that Executive bonus payments were not paid within this reporting period.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. There was a significant increase (85.4%) in the median gender bonus pay gap from the last reporting period (2022: -92.4%) although this still remained more favourable for women. This was due to an increase in souvenir guidebook sales due to a full operating year. The previous gender bonus gap reporting period did not reflect a full operating year as the Museum had been closed for a 6-week period owing to the pandemic.

Gender bonus gap	2023	2022	2021	2020	2019	2018	2017
Mean gender bonus gap	-61.6%	58.5%	83.5%	-98.9%	76.3%	76.1%	46.3%
Median gender bonus gap	-7.0%	-92.4%	-55.0%	-34.0%	-140%	11.1%	78.7%

Addressing the gender pay gap

Our mean gender pay gap is now more favourable to women. We are committed to trying to reduce our median gender pay gap where we can. We accommodate flexible and hybrid working arrangements wherever possible, supporting staff if they need to care for others or those who are returning to work after having a child or those who benefit from more flexible patterns of working. Work continues to be undertaken to support career progression and development. We are committed to offering these opportunities to all staff, regardless of gender.

Declaration

I confirm the gender pay gap data contained in this report is accurate.



Sarah Dennis
Executive Director of Resources